

STATE OF NEW JERSEY
UNION REPRESENTATION OF STATE GOVERNMENT EMPLOYEES

INTRODUCTION

Under the provisions of the New Jersey Employer-Employee Relations Act, State Government employees are entitled to union representation. For this purpose, the Public Employee Relations Commission has approved the division of the State Government workforce into 41 employee relations groups, 28 of which are represented by unions. The other thirteen groups include employees in executive, managerial, and confidential titles. Additionally, there are employees who are designated as confidential because of the nature of the organizations in which they work; for example, all employees of the Department of Personnel are considered confidential because the Department has everyday access to information that is directly related to the conduct of labor negotiations.

Each bargaining unit in State Government is entirely represented by a particular union. The Communications Workers of America (CWA) represents the professional, supervisory, clerical, and administrative bargaining units. The American Federation of State, County, and Municipal Employees (AFSCME) represents the direct care workers in State institutions, most of whom are employed by the Department of Human Services and the Department of Military and Veterans Affairs. The International Federation of Professional and Technical Engineers (IFPTE) represents the workers who maintain State highways and the State Government's physical facilities. The Patrolmen's Benevolent Association (PBA) represents the State's Correction Officers and some other law enforcement employees. Independent organizations represent uniformed State Police officers, probation officers, and court reporters.

Bargaining Units @, 3, 6, and 7 are represented by the "Judiciary Council of Affiliated Unions" which comprises CWA, AFSCME, IFPTE, the Service Employees International Union, the Office and Professional Employees International Union, and the International Brotherhood of Teamsters. The constituent unions of the Council represent specific titles within a given jurisdiction of a particular Court, and the representation of employees in certain titles may vary from one county to the next. The JCAU bargaining unit is identified in the eleventh column of the tables of union representation on pages 45 and 46.

The tables show that CWA represents more State Government employees than any other union, with more than 44 percent of the workforce in its bargaining units. The other large organizations are AFSCME, with about 11 percent of the workforce; the PBA, with approximately 10 percent; and IFPTE, with over six percent. CWA is unique in that it represents many of the State Government's medical and scientific specialists, some of whom are paid at higher rates than many of the nonrepresented managers and executives.

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INTRODUCTION (continued)

It is important to note that not all employees who are represented by unions are union members. Represented employees who do not choose to join a union are obliged to pay a representation fee that may not exceed 85 percent of union dues. This arrangement is known as “agency shop.”

Union representation is a fairly recent development in the history of the State Government workforce. The Employer-Employee Relations Act was adopted in 1968, and the first collective bargaining agreements date from the early 1970s. Later in the 1970s the impact of the negotiation process became more pronounced, supplementing market research as a factor affecting pay levels. Higher-level supervisors were unionized in 1979, and in 1980 collective bargaining led to several different pay schedules instead of just one. In 1981, after a representation election organized by the Public Employee Relations Commission, CWA became the bargaining agent for the professional, supervisory, clerical, and administrative bargaining units.

The table on Page 45 gives counts by agency for State Government employees represented by the different unions, and Page 46 shows the salary distributions for State Government employees in each union. We have limited our reporting of employees by salary to full-time employees, and we use much the same criteria as for our other salary data; we do not include Bar Examiners or members of various Commissions and Boards (see Page 25). Page 47 shows union representation of State Government employees earning salaries of \$50,000 or greater since January 1995. It is apparent from this chart that the significant factors increasing the number of union-represented employees earning \$50,000 or more were an \$840 across the board increase (negotiated in 1994) which took effect in June 1997 and across the board increases which took effect in July 1998, July 1999, and July 2000.